11-6-18
R-3
REVISED CAM + EXHIBIT 1 (Pages 9+11)

CITY OF FORT LAUDERDALE
City Commission Agenda Memo **#18-1204**
REGULAR MEETING

TO: Honorable Mayor & Members of the Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: November 6, 2018

TITLE: **REVISED R-3** - Resolution Ratifying a Memorandum of Understanding with the Federation of Public Employees, a Division of NFPPE, AFL-CIO, District 1-MEBA.

Recommendation
It is recommended that the City Commission adopt a resolution ratifying a Memorandum of Understanding with the Federation of Public Employees, a Division of NFPPE, AFL-CIO, District 1-MEBA (Federation).

Background
Pursuant to the Collective Bargaining Agreement between the City and Federation for the period November 7, 2017 through September 30, 2019, the City and Federation agreed that either party may reopen the agreement to negotiate the findings, recommendations, and conclusions of the City's Classification and Compensation Study. The City and Federation met and agreed to a Memorandum of Understanding, attached hereto as Exhibit 1. ~~A ratification vote is scheduled for November 5, 2018 for all bargaining unit members.~~ On November 5, 2018, Federation advised the City that the respective employees voted to ratify the Memorandum of Understanding.

Resource Impact
There is an estimated impact of $409,391 associated with changes to the pay grades and management benefits that was approved and appropriated in the FY2019 Budget. The amounts, by fund, are summarized in the table below:

Fund Name	Total
General Fund	$ 159,946
Building Permits	36,410
Sanitation	17,052
Water & Sewer	70,791
Central Regional Wastewater	8,268
Parking	5,038
Airport	5,038
Stormwater	11,109
City Insurance	2,196
Self Insurance	
Central Services	92,382
Fleet	1,163
Arts & Science District Garage	-
Total	$ 409,391

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 12: Be a leading government organization, managing its resources wisely and sustainably.
- Objective 1: Ensure sound fiscal management
- Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and results-oriented and efficient services.

In addition, this item also advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United.*

Attachments

Exhibit 1 – Memorandum of Understanding with Federation of Public Employees, Division of NFPPE, AFL-CIO, District 1-MEBA.
Exhibit 2 – Resolution

Prepared by: Janeen Richard, Employee Relations Manager, Human Resources

Department Director: Tarlesha Smith, Human Resources

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF FORT LAUDERDALE AND
THE FEDERATION OF PUBLIC EMPLOYEES

This Memorandum of Understanding is entered into this _____ day of _____, 2018 by and between the City of Fort Lauderdale, Florida, a Florida municipal corporation, hereafter referred to as the "City," and the Federation of Public Employees, A Division of the National Federation of Public and Private Employees, AFL-CIO, affiliated with District 1 - MEBA (AFL-CIO), hereinafter referred to as the "Union." The City and the Union are collectively referred to as the "Parties."

WHEREAS, the Parties entered into a Collective Bargaining Agreement for the period of November 7, 2017 to September 30, 2019 ("CBA"), which sets forth the terms and conditions of employment for the City's supervisory and professional bargaining unit; and

WHEREAS, Article 15 of the CBA, which contains the Parties' agreement with respect to wages, contains a reopener in Section 9 to negotiate the findings, recommendations or conclusions of the City's commissioned Classification and Compensation Study ("Class/Comp Study") relative to bargaining unit classifications; and

WHEREAS, the Parties desire to modify Article 15 of the CBA, the related appendices, as well as the City classification pay plan to implement the recommendations set forth in the Class/Comp Study and below and to address related matters.

NOW, THEREFORE, the Parties agree as follows:

1. The above recitals are true and correct and incorporated herein by reference.

2. Article 15 of the CBA is amended as follows:[1]

ARTICLE 15 - RATES OF PAY

Section 1. An employee's pay rate will be increased approximately one and one-half percent (1.5%) based upon an overall performance of satisfactory, and three percent (3%) based upon an overall performance of above satisfactory or outstanding, in accordance with the established pay ranges for each classification in the Professional and Supervisory Units upon recommendation of the department head and with approval of the City Manager. An employee whose overall performance rating is marginal or unsatisfactory shall receive no merit increase at that time, but may be rated again in three (3) months. While increases within the appropriate pay range for unusual or meritorious service may be granted without regard to limitation of time, progression through the applicable pay range for the classification shall normally be considered at twelve (12)

[1] Proposed additions to the CBA are indicated by underline and deletions indicated by ~~strike~~.

month intervals. An employee's anniversary date for the purpose of eligibility for merit increase shall be the effective date of the employee's most recent date of promotion.

* * *

Section 8. Certification Pay

A. ~~Ocean Rescue~~ Beach Patrol Lieutenants:

1. ~~Ocean Rescue~~ Beach Patrol Lieutenants shall be eligible to receive either EMT or Paramedic certification pay as provided below:

Emergency Medical Technician (EMT) 10% of employee's basic hourly rate of pay

Paramedic (PM) 15% of employee's basic hourly rate.

* * *

~~Section 9. The parties agree that upon completion of the City's ongoing Classification and Compensation Study, this Article, together with Appendix A, B, and E of this Agreement, may be reopened by either party for the purpose of negotiations over the findings, recommendations, or conclusions of the study with regard to bargaining unit classifications.~~

3. Appendix A of the CBA is deleted in its entirety and replaced with a new Appendix A, which reads as follows

APPENDIX A - SCHEDULE XIV - PROFESSIONAL UNIT

FEDERATION OF PUBLIC EMPLOYEES

Class Code	Pay Grade	Management Category	Classification Title
FP001	FP07	4	Accountant
FP002	FP09	4	Automotive & Equipment Specialist
FP003	FP10	3	Business Assistance Coordinator
FP004	FP11	3	Data Warehouse Analyst
FP005	FP11	3	Database Administrator
FP006	FP09	4	Engineer
FP007	FP09	4	Environmental Chemist
FP008	FP09	4	Environmental Program Coordinator
FP009	FP11	3	Floodplain Development Review Specialist
FP010	FP13	2	Floodplain Manager
FP011	FP09	4	Geographic Information Systems Analyst
FP012	FP10	3	Geographic Information Systems Application Developer

FP013	FP10	3	Grants And Special Projects Coordinator
FP014	FP11	3	Information Technology Security Analyst
FP015	FP09	4	Landscape Plans Examiner
FP016	FP11	3	Network Engineer
FP017	FP10	3	Noise Abatement Officer
FP018	FP08	4	Planner I
FP019	FP09	4	Planner II
FP020	FP10	3	Planner III
FP021	FP11	2	Principal Planner
FP022	FP11	2	Principal Urban Planner
FP023	FP12	2	Process Control Engineer
FP024	FP10	3	Procurement Administrator
FP025	FP07	4	Procurement Specialist
FP026	FP12	2	Program Manager
FP027	FP11	3	Project Engineer
FP028	FP09	4	Project Manager I
FP029	FP11	3	Project Manager II
FP030	FP09	4	Public Information Specialist
FP032	FP09	3	Senior Accountant
FP033	FP08	4	Senior Administrative Assistant
FP034	FP12	2	Senior Database Administrator
FP035	FP10	3	Senior Geographic Information Systems Analyst
FP036	FP12	2	Senior Information Technology Security Analyst
FP037	FP08	4	Senior Procurement Specialist
FP038	FP07	4	Senior Recreation Program Coordinator
FP039	FP12	2	Senior Systems Engineer
FP040	FP10	3	Senior Technical Support Analyst
FP041	FP12	2	Senior Technology Strategist
FP042	FP12	2	Senior Voice Engineer
FP043	FP11	3	Sustainability Administrator
FP044	FP10	3	Sustainability Coordinator
FP045	FP11	3	Systems Engineer
FP046	FP09	4	Technical Support Analyst
FP047	FP11	3	Technology Strategist
FP048	FP09	4	Training Specialist
FP049	FP09	4	Urban Engineer I
FP050	FP11	3	Urban Engineer II
FP051	FP11	3	Urban Landscape Designer
FP052	FP08	4	Urban Planner I
FP053	FP09	4	Urban Planner II
FP054	FP10	3	Urban Planner III
FP055	FP09	4	Victim Advocate
FP056	FP11	3	Voice Engineer
FP057	FP11	3	Web Engineer
FP058	FP10	3	Webmaster
FP059	FP08	5	Administrative Assistant I

APPENDIX A - SCHEDULE XIV - PROFESSIONAL UNIT

FEDERATION OF PUBLIC EMPLOYEES

ASSIGNMENT PAY

Project Engineer	~~L031 IV~~	
~~Airport Engineer~~	~~L032 IV~~	If assigned to sign and seal engineering drawings and serve as engineer of record, ~~two additional pay ranges~~ an additional 5% of employee's hourly rate
Project Manager I	~~L025 V~~	
Project Manager II	~~L033 IV~~	
Urban Engineer II		

APPENDIX A - SCHEDULE XV - SUPERVISORY UNIT
FEDERATION OF PUBLIC EMPLOYEES

Class Code	Pay Grade	Management Category	Classification Title
FS001	FS09	3	Accounts Payable Supervisor
FS002	FS09	3	Administrative Supervisor
FS003	FS09	3	Revenue Collection Supervisor
FS004	FS10	3	Chief Accountant
FS005	FS10	3	Code Compliance Supervisor
FS006	FS08	4	Court Liaison Supervisor
FS007	FS10	3	Crime Analysis Supervisor
FS008	FS08	4	Distribution And Collection Chief
FS009	FS12	2	Engineering Design Manager
FS010	FS11	3	Environmental Laboratory Supervisor
FS011	FS12	2	IT Service Desk Manager
FS012	FS09	3	IT Service Desk Supervisor
FS013	FS10	3	Marine Facilities Supervisor
FS014	FS07	4	Parking Revenue Supervisor
FS015	FS08	3	Parks Supervisor
FS016	FS10	3	Payroll Manager
FS017	FS08	4	Permit Services Supervisor
FS018	FS08	4	Police Property/ Evidence Supervisor
FS019	FS08	4	Police Records Supervisor
FS020	FS08	4	Police Supply Supervisor
FS021	FS11	2	Public Safety Grants Manager
FS022	FS09	3	Public Works Maintenance Supervisor
FS023	FS08	4	Publishing Services Administrator
FS024	FS08	3	Recreation Program Supervisor
FS025	FS12	2	Senior Network Engineer
FS026	FS12	2	Senior Project Manager
FS027	FS09	3	Stormwater Operations Chief
FS028	FS09	3	Survey Operations Supervisor
FS029	FS08	4	Surveying Supervisor
FS030	FS11	3	Technology Infrastructure Operations Supervisor
FS031	FS10	3	Urban Forestry Supervisor
FS032	FS09	3	Wastewater Operations Supervisor
FS033	FS09	3	Water Operations Supervisor
FS034	FS07	4	Beach Patrol Lieutenant

4. Appendix B of the CBA is amended as follows:

APPENDIX B - BENEFIT PACKAGE

BENEFIT PACKAGE FOR SUPERVISORY AND PROFESSIONAL EMPLOYEES

Supervisory & Professional Category	Vacation	Allowance Benefits	Annual Physical Examination	Hospital-Medical Expense Insurance	Vehicle Assignment
V	Four (4) additional days (32 hours) per calendar year (must use) or option of accepting cash payment of 75%.	Exempt Employee Expense Allowance $80.00/month Vehicle Allowance Mileage Reimbursement Rate in accordance with IRS Guidelines.	Reimbursed for 25% of the cost of a complete physical exam up to a maximum of $62.50.	The City pays a portion of the cost of basic & major medical insurance for both employee & eligible family members in conjunction with collective bargaining agreement.	The City Manager may assign a take-home vehicle to any employee where circumstances of the position warrant such action.
IV	Five (5) additional days (40 hours) per calendar year (must use) or option of accepting cash payment of 75%.	Expense Allowance $120.00/month Vehicle Allowance Mileage Reimbursement Rate in accordance with IRS Guidelines.	Reimbursed for 25% of the cost of a complete physical exam up to a maximum of $62.50.	The City pays a portion of the cost of basic & major medical insurance for both employee & eligible family members in conjunction with collective bargaining agreement.	The City Manager may assign a take-home vehicle to any employee where circumstances of the position warrant such action.
III	Six (6) additional days (48 hours) per calendar year (must use) or option of accepting cash payment of 75%.	Vehicle Allowance $250/month.	Reimbursed for 50% of the cost of a complete physical exam up to a maximum of $125.00.	The City pays a portion of the cost of basic & major medical insurance for both employee & eligible family members in conjunction with collective bargaining agreement.	The City Manager may assign a take-home vehicle to any employee where circumstances of the position warrant such action. This assignment would be in lieu of car allowance.
II	Eight (8) additional days (64 hours) per calendar year (must use) or option of accepting cash payment of 75%	Vehicle Allowance $340/month.	Reimbursed for 100% of the cost of a complete physical examination (exclusive of EKG stress tests) up to a maximum of $250.00. Reimbursed for EKG stress tests to a maximum of $150.00.	The City pays a portion of the cost of basic & major medical insurance for both employee & eligible family members in conjunction with collective bargaining agreement.	The City Manager may assign a take-home vehicle to any employee where circumstances of the position warrant such action. This assignment would be in lieu of car allowance.

5. Appendix E of the CBA is deleted in its entirety and replaced with a new Appendix E, which reads as follows:

APPENDIX E - PAY SCHEDULE

FEDERATION OF PUBLIC EMPLOYEES
PROFESSIONAL UNIT

FP01	$12.35	$25,683.94	$19.13	$39,799.50
FP02	$13.71	$28,507.06	$21.24	$44,172.14
FP03	$15.21	$31,627.34	$23.57	$49,032.98
FP04	$16.88	$35,108.47	$26.17	$54,424.49
FP05	$18.74	$38,971.67	$29.04	$60,410.33
FP06	$20.80	$43,259.40	$32.24	$67,054.20
FP07	$23.08	$48,014.12	$35.79	$74,440.98
FP08	$25.62	$53,299.49	$39.73	$82,634.38
FP09	$28.45	$59,179.20	$44.10	$91,719.27
FP10	$31.57	$65,674.48	$48.94	$101,801.81
FP11	$35.05	$72,912.68	$54.33	$113,009.35
FP12	$38.90	$80,915.04	$60.30	$125,426.80
FP13	$43.19	$89,830.12	$66.93	$139,223.96

APPENDIX E - PAY SCHEDULE

FEDERATION OF PUBLIC EMPLOYEES
SUPERVISORY UNIT

FS01	$12.35	$25,683.94	$19.13	$39,799.50
FS02	$13.71	$28,507.06	$21.24	$44,172.14
FS03	$15.21	$31,627.34	$23.57	$49,032.98
FS04	$16.88	$35,108.47	$26.17	$54,424.49
FS05	$18.74	$38,971.67	$29.04	$60,410.33
FS06	$20.80	$43,259.40	$32.24	$67,054.20
FS07	$23.08	$48,014.12	$35.79	$74,440.98
FS08	$25.62	$53,299.49	$39.73	$82,634.38
FS09	$28.45	$59,179.20	$44.10	$91,719.27
FS10	$31.57	$65,674.48	$48.94	$101,801.81
FS11	$35.05	$72,912.68	$54.33	$113,009.35
FS12	$38.90	$80,915.04	$60.30	$125,426.80
FS13	$43.19	$89,830.12	$66.93	$139,223.96

6. No member's pay will be reduced as a result of the adoption of this MOU. Wage increases and changes in management category benefits will become effective the first full pay period following ratification by both parties.

7. This Memorandum of Understanding incorporates changes to the City's classification pay plan for the bargaining unit as detailed in the attached Exhibit "A," and includes the slotting methodology specific to every employee in the attached Exhibit "B."

8. The Parties agree that this Memorandum of Understanding represents the Parties' entire agreement and it cannot be amended or modified without the express consent of the Parties.

9. The Parties have had the opportunity to consult with legal counsel of their choosing.

10. The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.

11. This Memorandum of Understanding shall become effective the date on which it is fully ratified by the Parties.

FOR THE CITY OF FORT LAUDERDALE	FOR THE FEDERATION OF PUBLIC EMPLOYEES, A DIVISION OF THE NATIONAL FEDERATION OF PUBLIC AND PRIVATE EMPLOYEES, AFL-CIO, AFFILIATED WITH DISTRICT 1 - MEBA (AFL-CIO)
By: _____	By: _____

EXHIBIT A
PROFESSIONAL UNIT

Classfication	Job Code	Mgmt. Cat.	Job Grade	Annual Minimum	Annual Maximum
ACCOUNTANT I	0050L	5	L020	$51,771.20	$71,385.60
ACCOUNTANT II	0049L	4	L028	$63,169.60	$89,169.60
ADMINISTRATIVE ASSISTANT I	0085L	5	L023	$55,806.40	$76,856.00
ADMINISTRATIVE ASSISTANT I	0085L	5	L023	$55,806.40	$76,856.00
ADMINISTRATIVE ASSISTANT II	0086L	4	L027	$61,609.60	$87,006.40
APPLICATION DEVELOPER	0166L	4	L035	$75,046.40	$105,955.20
ASSISTANT DATABASE ADMINISTRATOR	0169L	4	L033	$71,385.60	$100,921.60
ASSISTANT SYSTEMS ADMINISTRATOR	0159L	4	L033	$71,385.60	$100,921.60
AUTOMOTIVE & EQUIPMENT ENGINEER	0454L	4	L024	$57,179.20	$80,787.20
ASSISTANT UNIFIED NETWORK ADMIN	0177L	4	L033	$71,385.60	$100,921.60
ASSISTANT UNIFIED NETWORK ADMIN	0177L	4	L033	$71,385.60	$100,921.60
BUSINESS ASSISTANCE COORDINATOR	0819L	4	L029	$64,708.80	$91,436.80
DATA WAREHOUSE ANALYST	0161L	4	L035	$75,046.40	$105,955.20
DATABASE ADMINISTRATOR	0153L	4	L036	$76,856.00	$108,638.40
ENGINEER	0528L	5	L024	$57,179.20	$78,811.20
ENGINEER	0528L	5	L024	$57,179.20	$78,811.20
ENVIRONMENTAL CHEMIST	0594L	5	L025	$58,614.40	$80,787.20
ENVIRONMENTAL PROGRAM COORDINATOR	0592L	5	L025	$58,614.40	$80,787.20
FLOODPLAIN DEVELOPMENT REVIEW SPECIALIST	0495L	4	L027	$61,609.60	$87,006.40
FLOODPLAIN MANAGER	0136L	3	L034	$73,195.20	$105,955.20
GEOGRAPHIC INFORMATION SYSTEMS ANALYST	0167L	5	L028	$63,169.60	$87,006.40
GEOGRAPHIC INFORMATION SYSTEMS SPEC	0151L	5	L031	$68,016.00	$93,620.80
GRANTS & SPECIAL PROJECTS COORD	0080L	4	L028	$63,169.60	$89,169.60
INFOMATION TECHNOLOGY SECURITY ANALYST	0174L	4	L033	$71,385.60	$100,921.60
INFOMATION TECHNOLOGY SECURITY ANALYST	0174L	4	L033	$71,385.60	$100,921.60

Classification	Job Code	Mgmt. Cat.	Job Grade	Range Minimum	Range Maximum
ACCOUNTANT	FP001	4	**FP07**	$48,014.12	$74,440.98
SENIOR ACCOUNTANT	FP031	3	**FP09**	$59,179.20	$91,719.27
ADMINISTRATIVE ASSISTANT I	FP058	5	**FP08**	$53,299.49	$82,634.38
SENIOR ADMINISTRATIVE ASSISTANT	FP032	4	**FP08**	$53,299.49	$82,634.38
SENIOR ADMINISTRATIVE ASSISTANT	FP032	4	**FP08**	$53,299.49	$82,634.38
GEOGRAPHIC INFORMATION SYSTEMS APPLICATION DEVELOPER	FP012	3	**FP10**	$65,674.48	$101,801.81
DATABASE ADMINISTRATOR	FP005	3	**FP11**	$72,912.68	$113,009.35
SYSTEMS ENGINEER	FP044	3	**FP11**	$72,912.68	$113,009.35
AUTOMOTIVE & EQUIPMENT SPECIALIST	FP002	4	**FP09**	$59,179.20	$91,719.27
SENIOR VOICE ENGINEER	FP041	2	**FP12**	$80,915.04	$125,426.80
VOICE ENGINEER	FP055	3	**FP11**	$72,912.68	$113,009.35
BUSINESS ASSISTANCE COORDINATOR	FP003	3	**FP10**	$65,674.48	$101,801.81
DATA WAREHOUSE ANALYST	FP004	3	**FP11**	$72,912.68	$113,009.35
SENIOR DATABASE ADMINISTRATOR	FP033	2	**FP12**	$80,915.04	$125,426.80
ENGINEER	FP006	4	**FP09**	$59,179.20	$91,719.27
URBAN ENGINEER I	FP048	4	**FP09**	$59,179.20	$91,719.27
ENVIRONMENTAL CHEMIST	FP007	4	**FP09**	$59,179.20	$91,719.27
ENVIRONMENTAL PROGRAM COORDINATOR	FP008	4	**FP09**	$59,179.20	$91,719.27
FLOODPLAIN DEVELOPMENT REVIEW SPECIALIST	FP009	3	**FP11**	$72,912.68	$113,009.35
FLOODPLAIN MANAGER	FP010	2	**FP13**	$89,830.12	$139,223.96
GEOGRAPHIC INFORMATION SYSTEMS ANALYST	FP011	4	**FP09**	$59,179.20	$91,719.27
SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST	FP034	3	**FP10**	$65,674.48	$101,801.81
GRANTS AND SPECIAL PROJECTS COORDINATOR	FP013	3	**FP10**	$65,674.48	$101,801.81
NETWORK ENGINEER	FP016	3	**FP11**	$72,912.68	$113,009.35
SENIOR INFORMATION TECHNOLOGY SECURITY ANALYST	FP035	2	**FP12**	$80,915.04	$125,426.80

Classfication	Job Code	Mgmt. Cat.	Job Grade	Annual Minimum	Annual Maximum	Classification	Job Code	Mgmt. Cat.	Job Grade	Range Minimum	Range Maximum
INFOMATION TECHNOLOGY SECURITY ANALYST	0174L	4	L033	$71,385.60	$100,921.60	INFORMATION TECHNOLOGY SECURITY ANALYST	FP014	3	**FP11**	$72,912.68	$113,009.35
LANDSCAPE PLANS EXAMINER	0492L	4	L027	$61,609.60	$87,006.40	URBAN LANDSCAPE DESIGNER	FP050	3	**FP11**	$72,912.68	$113,009.35
LANDSCAPE PLANS EXAMINER	0492L	4	L027	$61,609.60	$87,006.40	LANDSCAPE PLANS EXAMINER	FP015	4	**FP09**	$59,179.20	$91,719.27
NOISE ABATEMENT OFFICER	0448L	4	L027	$61,609.60	$87,006.40	NOISE ABATEMENT OFFICER	FP017	3	**FP10**	$65,674.48	$101,801.81
PLANNER I	0544L	5	L021	$53,123.20	$73,195.20	PLANNER I	FP018	4	**FP08**	$53,299.49	$82,634.38
PLANNER I	0544L	5	L021	$53,123.20	$73,195.20	URBAN PLANNER I	FP051	4	**FP08**	$53,299.49	$82,634.38
PLANNER II	0545L	4	L027	$61,609.60	$87,006.40	PLANNER II	FP019	4	**FP09**	$59,179.20	$91,719.27
PLANNER II	0545L	4	L027	$61,609.60	$87,006.40	URBAN PLANNER II	FP052	4	**FP09**	$59,179.20	$91,719.27
PLANNER III	0546L	4	L029	$64,708.80	$91,436.80	PLANNER III	FP020	3	**FP10**	$65,674.48	$101,801.81
PLANNER III	0546L	4	L029	$64,708.80	$91,436.80	SUSTAINABILITY COORDINATOR	FP043	3	**FP10**	$65,674.48	$101,801.81
PLANNER III	0546L	4	L029	$64,708.80	$91,436.80	URBAN PLANNER III	FP053	3	**FP10**	$65,674.48	$101,801.81
PRINCIPAL PLANNER	0550L	3	L034	$73,195.20	$105,955.20	PRINCIPAL PLANNER	FP021	~~3~~ 2	**FP11**	$72,912.68	$113,009.35
PRINCIPAL PLANNER	0550L	3	L034	$73,195.20	$105,955.20	PRINCIPAL URBAN PLANNER	FP022	~~3~~ 2	**FP11**	$72,912.68	$113,009.35
PRINCIPAL PLANNER	0550L	3	L034	$73,195.20	$105,955.20	SUSTAINABILITY ADMINISTRATOR	FP042	3	**FP11**	$72,912.68	$113,009.35
PROCESS CONTROL ENGINEER	0463L	4	L034	$73,195.20	$103,396.80	PROCESS CONTROL ENGINEER	FP023	2	**FP12**	$80,915.04	$125,426.80
PROCUREMENT SPECIALIST I	0129L	5	L020	$51,771.20	$71,385.60	PROCUREMENT SPECIALIST	FP025	4	**FP07**	$48,014.12	$74,440.98
PROCUREMENT SPECIALIST II	0130L	4	L027	$61,609.60	$87,006.40	SENIOR PROCUREMENT SPECIALIST	FP036	4	**FP08**	$53,299.49	$82,634.38
PROJECT MANAGER I	0564L	5	L025	$58,614.40	$80,787.20	PROJECT MANAGER I	FP028	4	**FP09**	$59,179.20	$91,719.27
PROJECT MANAGER II	0565L	4	L033	$71,385.60	$100,921.60	PROJECT MANAGER II	FP029	3	**FP11**	$72,912.68	$113,009.35
PROGRAM MANAGER	0568L	3	L037	$78,811.20	$114,150.40	PROGRAM MANAGER	FP026	2	**FP12**	$80,915.04	$125,426.80
PROJECT ENGINEER	0529L	4	L031	$68,016.00	$96,075.20	PROJECT ENGINEER	FP027	3	**FP11**	$72,912.68	$113,009.35
PROJECT ENGINEER	0529L	4	L031	$68,016.00	$96,075.20	URBAN ENGINEER II	FP049	3	**FP11**	$72,912.68	$113,009.35
PUBLIC INFORMATION SPECIALIST	0111L	4	L027	$61,609.60	$87,006.40	PUBLIC INFORMATION SPECIALIST	FP030	4	**FP09**	$59,179.20	$91,719.27
RECREATION PROGRAMMER II	0733L	5	L022	$54,433.60	$75,046.40	SENIOR RECREATION PROGRAM COORDINATOR	FP037	4	**FP07**	$48,014.12	$74,440.98
SAFETY & TECHNICAL TRAINING SPECIALIST	0142L	5	L023	$55,806.40	$76,856.00	TRAINING SPECIALIST	FP047	4	**FP09**	$59,179.20	$91,719.27

EXHIBIT A
PROFESSIONAL UNIT

Classfication	Job Code	Mgmt. Cat.	Job Grade	Annual Minimum	Annual Maximum
SENIOR PROCUREMENT SPECIALIST	0131L	3	L033	$71,385.60	$103,396.80
SENIOR TECH SUPPORT ANALYST	0156L	5	L031	$68,016.00	$93,620.80
SENIOR TECHNOLOGY STRATEGIST	0147L	4	L035	$75,046.40	$105,955.20
SURVEYING OPERATIONS SUPERVISOR	508L	4	L026	$60,070.40	$84,822.40
SYSTEMS ADMINISTRATOR	0154L	4	L036	$76,856.00	$108,638.40
TECHNICAL SUPPORT ANALYST	0157L	5	L026	$60,070.40	$82,825.60
TECHNOLOGY STRATEGIST	0148L	5	L030	$66,352.00	$91,436.80
TRANSPORTATION PLANNER	0553L	4	L027	$61,609.60	$87,006.40
VICTIM ADVOCATE	0603L	5	L021	$53,123.20	$73,195.20
WEB ENGINEER	0158L	4	L035	$75,046.40	$105,955.20
WEBMASTER	0110L	4	L035	$75,046.40	$105,955.20

Classification	Job Code	Mgmt. Cat.	Job Grade	Range Minimum	Range Maximum
PROCUREMENT ADMINISTRATOR	FP024	3	FP10	$65,674.48	$101,801.81
SENIOR TECHNICAL SUPPORT ANALYST	FP039	3	FP10	$65,674.48	$101,801.81
SENIOR TECHNOLOGY STRATEGIST	FP040	2	FP12	$80,915.04	$125,426.80
SURVEY OPERATIONS SUPERVISOR	FP038	3	FP09	$59,179.20	$91,719.27
SENIOR SYSTEMS ENGINEER	FP038	2	FP12	$80,915.04	$125,426.80
TECHNICAL SUPPORT ANALYST	FP045	4	FP09	$59,179.20	$91,719.27
TECHNOLOGY STRATEGIST	FP046	3	FP11	$72,912.68	$113,009.35
PLANNER II	FP019	4	FP09	$59,179.20	$91,719.27
VICTIM ADVOCATE	FP054	4	FP09	$59,179.20	$91,719.27
WEB ENGINEER	FP056	3	FP11	$72,912.68	$113,009.35
WEBMASTER	FP057	3	FP10	$65,674.48	$101,801.81

EXHIBIT A
SUPERVISORY UNIT

Current Classification	Job Code	Mgmt Cat.	Job Grade	Annual Minimum	Annual Maximum		Classification	Job Code	Mgmt Cat.	Job Grade	Range Minimum	Range Maximum
ACCOUNTS PAYABLE SUPV	0020V	5	V023	$55,806.40	$76,856.00		ACCOUNTS PAYABLE SUPERVISOR	FS001	3	FS09	$59,179.20	$91,719.27
BEACH PATROL LIEUTENANT	705V	5	V020	$51,771.20	$71,385.60		BEACH PATROL LIEUTENANT	FS034	4	FS07	$48,014.12	$74,440.98
COMMUNITY INSPECTIONS SUPERVISOR	490V	5	V027	$61,609.60	$84,822.40		CODE COMPLIANCE SUPERVISOR	FS005	3	FS10	$65,674.48	$101,801.81
COURT LIAISON SUPERVISOR	0134V	5	V022	$54,433.60	$75,046.40		COURT LIAISON SUPERVISOR	FS006	4	FS08	$53,299.49	$82,634.38
CRIME ANALYSIS SUPERVISOR	589V	4	V028	$63,169.60	$89,169.60		CRIME ANALYSIS SUPERVISOR	FS007	3	FS10	$65,674.48	$101,801.81
CUSTOMER SUPPORT ADMINISTRATOR	0155V	4	V036	$76,856.00	$108,636.40		IT SERVICE DESK MANAGER	FS011	2	FS12	$80,915.04	$125,426.80
DISTRIBUTION AND COLLECTION CHIEF	0236V	5	V023	$55,806.40	$76,856.00		DISTRIBUTION AND COLLECTION CHIEF	FS008	4	FS08	$53,299.49	$82,634.38
ENGINEERING DESIGN MANAGER	0510V	3	V037	$78,811.20	$114,150.40		ENGINEERING DESIGN MANAGER	FS009	2	FS12	$80,915.04	$125,426.80
ENVIRONMENTAL LAB SUPERVISOR	0596V	4	V031	$68,016.00	$96,075.20		ENVIRONMENTAL LABORATORY SUPERVISOR	FS010	3	FS11	$72,912.68	$113,009.35
FACILITIES MAINTENANCE FOREMAN	0469V	5	V024	$57,179.20	$78,811.20		PARKS SUPERVISOR	FS015	3	FS08	$53,299.49	$82,634.38
GRAPHIC SERVICES & MAIL SUPERVISOR	0036V	5	VO20	$51,771.20	$71,385.60		PUBLISHING SERVICES ADMINISTRATOR	FS023	4	FS08	$53,299.49	$82,634.38
PARKS FOREMAN	0280V	5	V023	$55,806.40	$76,856.00		PARKS SUPERVISOR	FS015	3	FS08	$53,299.49	$82,634.38
PARTY CHIEF	0506V	5	V021	$53,123.20	$73,195.20		SURVEYING SUPERVISOR	FS029	4	FS08	$53,299.49	$82,634.38
PERMIT SERVICES COORDINATOR	0135V	5	V021	$53,123.20	$73,195.20		PERMIT SERVICES SUPERVISOR	FS017	4	FS08	$53,299.49	$82,634.38
POLICE PROPERTY SUPERVISOR	115V	5	V021	$53,123.20	$73,195.20		POLICE PROPERTY/ EVIDENCE SUPERVISOR	FS018	4	FS08	$53,299.49	$82,634.38
POLICE RECORDS SUPERVISOR	092V	5	V021	$53,123.20	$73,195.20		POLICE RECORDS SUPERVISOR	FS019	4	FS08	$53,299.49	$82,634.38
POLICE SUPPLY SUPERVISOR	103V	4	V020	$51,771.20	$71,385.60		POLICE SUPPLY SUPERVISOR	FS020	4	FS08	$53,299.49	$82,634.38
PUBLIC SAFETY GRANTS MANAGER	090V	4	V031	$68,016.00	$96,075.20		PUBLIC SAFETY GRANTS MANAGER	FS021	2	FS11	$72,912.68	$113,009.35
PUBLIC SERVICE MAINTENANCE CHIEF	0373V	5	V024	$57,179.20	$78,811.20		PUBLIC WORKS MAINTENANCE SUPERVISOR	FS022	3	FS09	$59,179.20	$91,719.27
RECREATION PROGRAM COORDINATOR	726V	5	VO25	$58,614.40	$80,787.20		RECREATION PROGRAM SUPERVISOR	FS024	3	FS08	$53,299.49	$82,634.38
REGIONAL CHIEF WASTEWATER OPERATOR	366V	5	V024	$57,179.20	$78,811.20		WASTEWATER OPERATIONS SUPERVISOR	FS032	3	FS09	$59,179.20	$91,719.27
REGIONAL CHIEF WATER OPERATOR	368V	5	V024	$57,179.20	$78,811.20		WATER OPERATIONS SUPERVISOR	FS033	3	FS09	$59,179.20	$91,719.27
REVENUE COLLECTION SUPERVISOR	068V	5	V024	$57,179.20	$78,811.20		REVENUE COLLECTION SUPERVISOR	FS003	3	FS09	$59,179.20	$91,719.27
SENIOR ACCOUNTANT	070V	3	V034	$73,195.20	$105,955.20		PAYROLL MANAGER	FS016	3	FS10	$65,674.48	$101,801.81
SENIOR ACCOUNTANT	070V	3	V034	$73,195.20	$105,955.20		CHIEF ACCOUNTANT	FS004	3	FS10	$65,674.48	$101,801.81

EXHIBIT A
SUPERVISORY UNIT

Current Classification	Job Code	Mgmt. Cat.	Job Grade	Annual Minimum	Annual Maximum		Classification	Job Code	Mgmt. Cat.	Job Grade	Range Minimum	Range Maximum
SENIOR PROJECT MANAGER	563V	3	V037	$78,811.20	$114,150.40		SENIOR PROJECT MANAGER	FS026	2	FS12	$80,915.04	$125,426.80
SOLID WASTE FOREMAN	220V	5	V023	$55,806.40	$76,856.00		PARKS SUPERVISOR	FS015	3	FS08	$53,299.49	$82,634.38
STORMWATER OPERATIONS CHIEF	237V	5	V023	$55,806.40	$76,856.00		STORMWATER OPERATIONS CHIEF	FS027	3	FS09	$59,179.20	$91,719.27
SUPERVISOR OF MARINE FACILITIES	229V	4	V028	$63,169.60	$89,169.60		MARINE FACILITIES SUPERVISOR	FS013	3	FS10	$65,674.48	$101,801.81
UNIFIED NETWORK ADMINISTRATOR	176V	4	V036	$76,856.00	$108,638.40		SENIOR NETWORK ENGINEER	FS025	2	FS12	$80,915.04	$125,426.80
URBAN FORESTRY SUPERVISOR	281V	4	V027	$61,609.60	$87,006.40		URBAN FORESTRY SUPERVISOR	FS031	3	FS10	$65,674.48	$101,801.81
SURVEYING OPERATIONS SUPERVISOR	0508L	4	L026	$60,070.40	$84,822.40		SURVEY OPERATIONS SUPERVISOR	FS028	3	FS09	$59,179.20	$91,719.27
NETWORK SUPPORT ANALYST	160L	5	L032	$69,659.20	$96,075.20		TECHNONLOGY INFRASTRUCTURE OPERATIONS SUPERVISOR	FS030	3	FS11	$72,912.68	$113,009.35
ADMINISTRATIVE ASSISTANT II	086L	4	L027	$61,609.60	$87,006.40		ADMINISTRATIVE SUPERVISOR	FS002	3	FS09	$59,179.20	$91,719.27
TECHNICAL SUPPORT ANALYST	157V	5	L030	$60,010.40	$82,825.60		IT SERVICE DESK SUPERVISOR	FS012	3	FS09	$59,179.20	$91,719.27
ACCOUNTANT I	050V	5	L020	$51,771.20	$71,385.60		PARKING REVENUE SUPERVISOR	FS014	4	FS07	$48,014.12	$74,440.98

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
FIN	PRINCE, JAMILLA R	Accounts Payable Supervisor	5	EXEMPT	$56,950	$78,432	$73,613	Accounts Payable Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,613.00	
FIR	MOLL, TRACIE A	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$69,686	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$69,686.00	
FIR	PARNASS, MATHEW S	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	WOLFE, GREGORY J	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	HARVEY, ROBIN H	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	MCCRADY, JAMES H	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	REED, ALLEN W	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	SERRANO-SANCHEZ, GIOVANN	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	MCCRADY, MITCHELL P	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$61,557	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$61,557.00	
DSD	EATON, RICHARD H	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$73,401	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$73,401.00	
DSD	FELDMAN, ADAM S	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$68,646	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$68,646.00	
DSD	WESTBROOK, IRMA J	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$64,762	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$65,674.00	
POL	AGLER, DAVID M	Court Liaison Supervisor	5	EXEMPT	$55,549	$76,585	$76,585	Court Liaison Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$76,585.00	
POL	BAKER, NAHEEL A	Crime Analysis Supervisor	4	EXEMPT	$64,465	$90,998	$73,231	Crime Analysis Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$73,231.00	
ITS	PUJALS, GINA R	Customer Support Administrator	4	EXEMPT	$78,432	$110,865	$110,865	IT Service Desk Manager	2	12	Exempt	$80,915.04	$125,426.80	$110,865.00	
PBS	WILKERSON, JAMAR K	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$63,976	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$63,976.00	
PBS	VITRANO, PAUL A	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$78,432	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	EDDINGTON, BRIAN L	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$78,432	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	WALKER, JASON R	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$58,309	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$58,309.00	
PBS	SMITH, KENNETH F	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$67,203	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$67,203.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	RUNFELDT, ERIK J	Party Chief	5	EXEMPT	$54,212	$74,696	$58,776	Surveying Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$58,776.00	
DSD	SISTO, THERESA	Permit Services Coordinator	5	EXEMPT	$54,212	$74,696	$66,333	Permit Services Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$66,333.00	
POL	RAMAGE, DAWN M	Police Property Supv	5	EXEMPT	$54,212	$74,696	$70,238	Police Property/ Evidence Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$70,238.00	
POL	SCHILDKNECHT, PAMELA M	Police Records Supervisor	5	EXEMPT	$54,212	$74,696	$67,075	Police Records Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$67,075.00	
POL	BHAGGAN, DAYNA L	Public Safety Grants Manager	4	EXEMPT	$69,410	$98,045	$75,821	Public Safety Grants Manager	2	11	Exempt	$72,912.68	$113,009.35	$75,821.00	
PBS	HALLMAN, MICHAEL E	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$73,986	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,986.00	
PBS	FATOUT, THOMAS A	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$80,427	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$80,427.00	
PBS	WENTWORTH, RICHARD C	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,526	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,526.00	
PBS	SCOTT, KEVIN L	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$72,764	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$72,764.00	
PBS	HERING, DONALD F	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,526	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,526.00	
PBS	SCOTT, CHARLES A	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,271	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,271.00	
PBS	HUGHES, JAMES D	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$77,604	Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$77,604.00	
PKR	HALL, TOMMY	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	CANAVAL, RODRIGO A	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	RIESTRA, SUSAN L	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	SELZNICK, JASON L	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$67,606	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$67,606.00	
PKR	STAFFORD, JEFFREY S	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	BYLICA, DEBORAH K	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$80,406	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$80,406.00	
PKR	GIGLER, JENNIFER P	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	ROGERS, SEAN D	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$69,771	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$69,771.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PKR	STILPHEN, TODD H	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443	Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PBS	GAGNON, MICHEL R	Regional Chief Wastewater Operator	5	EXEMPT	$58,351	$80,427	$60,134	Wastewater Operations Supervisor	4	9	Exempt	$59,179.20	$91,719.27	$60,134.00	
PBS	HARRIS, ROBERT G	Regional Chief Wastewater Operator	5	EXEMPT	$58,351	$80,427	$70,132	Wastewater Operations Supervisor	4	9	Exempt	$59,179.20	$91,719.27	$70,132.00	
PBS	RUARK, ROBERT A	Regional Chief Water Operator	5	EXEMPT	$58,351	$80,427	$80,427	Water Operations Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$80,427.00	
PBS	MATHERSON II, RICHARD	Regional Chief Water Operator	5	EXEMPT	$58,351	$80,427	$73,889	Water Operations Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,889.00	
FIN	WADE, VERONICA A	Revenue Collection Supervisor	5	EXEMPT	$58,351	$80,427	$67,139	Revenue Collection Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$67,139.00	
FIN	JOHNSON, ALETHEA	Senior Accountant	3	EXEMPT	$74,696	$108,127	$108,127	Chief Accountant	3	10	Exempt	$65,674.48	$101,801.81	$108,127.00	$6,325.19
FIN	WINSTON, PAMELA M	Senior Accountant	3	EXEMPT	$74,696	$108,127	$108,127	Chief Accountant	3	10	Exempt	$65,674.48	$101,801.81	$108,127.00	$6,325.19
FIN	DONATO, DEBRA	Senior Accountant	3	EXEMPT	$74,696	$108,127	$100,210	Payroll Manager	3	10	Exempt	$65,674.48	$101,801.81	$100,210.00	
PBS	TOKAR, IRINA	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$116,490	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$116,490.00	
PBS	LOBBAN, MARLON G	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$93,672	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$93,672.00	
PBS	DIAZ, ELKIN A	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$109,762	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$109,762.00	
PBS	LEIGHTON, BRANDY M	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$93,886	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$93,886.00	
PBS	HOLGUIN, JORGE E	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$115,896	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$115,896.00	
PBS	PETRICA, RARES V	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$96,835	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$96,835.00	
PBS	PRIZLEE, JILL S	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$111,375	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$111,375.00	
PBS	TESCHKY, SCOTT A	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$116,490	Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$116,490.00	
PKR	UROW, ROBERT H	Solid Waste Foreman	5	EXEMPT	$56,950	$78,432	$73,783	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$73,783.00	
PKR	CEDENO, LESTER C	Solid Waste Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	CONEY II, JERON E	Stormwater Operations Chief	5	EXEMPT	$56,950	$78,432	$60,347	Stormwater Operations Chief	3	9	Exempt	$59,179.20	$91,719.27	$60,347.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	RUCKER, ERIC M	Stormwater Operations Chief	5	EXEMPT	$56,950	$78,432	$60,347	Stormwater Operations Chief	3	9	Exempt	$59,179.20	$91,719.27	$60,347.00	
PKR	LUSCOMB, JONATHAN B	Supervisor of Marine Facilities	4	EXEMPT	$64,465	$90,998	$90,998	Marine Facilities Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$90,998.00	
ITS	PHILLIPS, NORWYN A	Unified Network Administrator	4	EXEMPT	$78,432	$110,865	$110,865	Senior Network Engineer	2	12	Exempt	$80,915.04	$125,426.80	$110,865.00	
PBS	WILLIAMS, MARK C	Urban Forestry Supervisor	4	EXEMPT	$62,873	$88,790	$75,927	Urban Forestry Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$75,927.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
FIN	PRINCE, JAMILLA R	Accounts Payable Supervisor	5	EXEMPT	$56,950	$78,432	$73,613	Accounts Payable Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,613.00	
FIR	MOLL, TRACIE A	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$69,686	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$69,686.00	
FIR	PARNASS, MATHEW S	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	WOLFE, GREGORY J	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	HARVEY, ROBIN H	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	MCCRADY, JAMES H	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	REED, ALLEN W	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	SERRANO-SANCHEZ, GIOVANN	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$72,849	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$72,849.00	
FIR	MCCRADY, MITCHELL P	Beach Patrol Lieutenant	5	*NON-EXEMPT	$52,833	$72,849	$61,557	Beach Patrol Lieutenant	4	7	Non-Exempt	$48,014.12	$74,440.98	$61,557.00	
DSD	EATON, RICHARD H	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$73,401	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$73,401.00	
DSD	FELDMAN, ADAM S	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$68,646	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$68,646.00	
DSD	WESTBROOK, IRMA J	Community Inspections Supervisor	5	EXEMPT	$62,873	$86,561	$64,762	Code Compliance Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$65,674.00	
POL	AGLER, DAVID M	Court Liaison Supervisor	5	EXEMPT	$55,549	$76,585	$76,585	Court Liaison Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$76,585.00	
POL	BAKER, NAHEEL A	Crime Analysis Supervisor	4	EXEMPT	$64,465	$90,998	$73,231	Crime Analysis Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$73,231.00	
ITS	PUJALS, GINA R	Customer Support Administrator	4	EXEMPT	$78,432	$110,865	$110,865	IT Service Desk Manager	2	12	Exempt	$80,915.04	$125,426.80	$110,865.00	
PBS	WILKERSON, JAMAR K	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$63,976	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$63,976.00	
PBS	VITRANO, PAUL A	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$78,432	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	EDDINGTON, BRIAN L	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$78,432	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	WALKER, JASON R	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$58,309	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$58,309.00	
PBS	SMITH, KENNETH F	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$67,203	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$67,203.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%	New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	BROWN, VINCENT F	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$78,432	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	WOOLWEAVER, CHRISTOPHER	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$63,976	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$63,976.00	
PBS	WILSON Jr., WILLIAM	Distribution & Collection Chief	5	EXEMPT	$56,950	$78,432	$68,285	Distribution And Collection Chief	4	8	Exempt	$53,299.49	$82,634.38	$68,285.00	
TAM	FANCHI, CHRISTINE W	Engineering Design Manager	3	EXEMPT	$80,427	$116,490	$90,361	Engineering Design Manager	2	12	Exempt	$80,915.04	$125,426.80	$90,361.00	
PBS	CRAWFORD, JAMES	Environmental Lab Supervisor	4	EXEMPT	$69,410	$98,045	$98,045	Environmental Laboratory Supervisor	4	11	Exempt	$72,912.68	$113,009.35	$98,045.00	
PKR	HAVELL, DAVID S	Facilities Maintenance Foreman	5	EXEMPT	$58,351	$80,427	$77,137	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$77,137.00	
ITS	KEISER, RICHARD L	Graphic Services & Mail Supervisor	5	EXEMPT	$52,833	$72,849	$72,849	Publishing Services Administrator	4	8	Exempt	$53,299.49	$82,634.38	$72,849.00	
PKR	REED, EDWARD J	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	FORTIER, ROBERT M	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	DEXTER, ROBERT B	Parks Foreman	5	EXEMPT	$56,950	$78,432	$71,660	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$71,660.00	
PKR	MCATAMNEY, DEANNA J	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	COVINGTON, MARK G	Parks Foreman	5	EXEMPT	$56,950	$78,432	$67,564	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$67,564.00	
PKR	CHAMPION, MICHAEL B	Parks Foreman	5	EXEMPT	$56,950	$78,432	$71,660	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$71,660.00	
PKR	SOUTHBY, TIMOTHY L	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	SHIVERS, JARED L	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	MARCUS, DAVID A	Parks Foreman	5	EXEMPT	$56,950	$78,432	$62,236	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$62,236.00	
PKR	LYNCH, BENNIE	Parks Foreman	5	EXEMPT	$56,950	$78,432	$72,149	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$72,149.00	
PKR	NOBLES, TODD C	Parks Foreman	5	EXEMPT	$56,950	$78,432	$78,432	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PKR	VISCUSI III, SALVATORE	Parks Foreman	5	EXEMPT	$56,950	$78,432	$67,542	Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$67,542.00	
PBS	FEIJOO, JUSTO L	Party Chief	5	EXEMPT	$54,212	$74,696	$66,991	Surveying Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$66,991.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%		New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	RUNFELDT, ERIK J	Party Chief	5	EXEMPT	$54,212	$74,696	$58,776		Surveying Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$58,776.00	
DSD	SISTO, THERESA	Permit Services Coordinator	5	EXEMPT	$54,212	$74,696	$66,333		Permit Services Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$66,333.00	
POL	RAMAGE, DAWN M	Police Property Supv	5	EXEMPT	$54,212	$74,696	$70,238		Police Property/ Evidence Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$70,238.00	
POL	SCHILDKNECHT, PAMELA M	Police Records Supervisor	5	EXEMPT	$54,212	$74,696	$67,075		Police Records Supervisor	4	8	Exempt	$53,299.49	$82,634.38	$67,075.00	
POL	BHAGGAN, DAYNA L	Public Safety Grants Manager	4	EXEMPT	$69,410	$98,045	$75,821		Public Safety Grants Manager	2	11	Exempt	$72,912.68	$113,009.35	$75,821.00	
PBS	HALLMAN, MICHAEL E	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$73,986		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,986.00	
PBS	FATOUT, THOMAS A	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$80,427		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$80,427.00	
PBS	WENTWORTH, RICHARD C	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,526		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,526.00	
PBS	SCOTT, KEVIN L	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$72,764		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$72,764.00	
PBS	HERING, DONALD F	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,526		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,526.00	
PBS	SCOTT, CHARLES A	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$74,271		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$74,271.00	
PBS	HUGHES, JAMES D	Public Service Maintenance Chief	5	EXEMPT	$58,351	$80,427	$77,604		Public Works Maintenance Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$77,604.00	
PKR	HALL, TOMMY	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	CANAVAL, RODRIGO A	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	RIESTRA, SUSAN L	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	SELZNICK, JASON L	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$67,606		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$67,606.00	
PKR	STAFFORD, JEFFREY S	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	BYLICA, DEBORAH K	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$80,406		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$80,406.00	
PKR	GIGLER, JENNIFER P	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PKR	ROGERS, SEAN D	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$69,771		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$69,771.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%		New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PKR	STILPHEN, TODD H	Recreation Program Coordinator	5	EXEMPT	$59,816	$82,443	$82,443		Recreation Program Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$82,443.00	
PBS	GAGNON, MICHEL R	Regional Chief Wastewater Operator	5	EXEMPT	$58,351	$80,427	$60,134		Wastewater Operations Supervisor	4	9	Exempt	$59,179.20	$91,719.27	$60,134.00	
PBS	HARRIS, ROBERT G	Regional Chief Wastewater Operator	5	EXEMPT	$58,351	$80,427	$70,132		Wastewater Operations Supervisor	4	9	Exempt	$59,179.20	$91,719.27	$70,132.00	
PBS	RUARK, ROBERT A	Regional Chief Water Operator	5	EXEMPT	$58,351	$80,427	$80,427		Water Operations Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$80,427.00	
PBS	MATHERSON II, RICHARD	Regional Chief Water Operator	5	EXEMPT	$58,351	$80,427	$73,889		Water Operations Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$73,889.00	
FIN	WADE, VERONICA A	Revenue Collection Supervisor	5	EXEMPT	$58,351	$80,427	$67,139		Revenue Collection Supervisor	3	9	Exempt	$59,179.20	$91,719.27	$67,139.00	
FIN	JOHNSON, ALETHEA	Senior Accountant	3	EXEMPT	$74,696	$108,127	$108,127		Chief Accountant	3	10	Exempt	$65,674.48	$101,801.81	$108,127.00	$6,325.19
FIN	WINSTON, PAMELA M	Senior Accountant	3	EXEMPT	$74,696	$108,127	$108,127		Chief Accountant	3	10	Exempt	$65,674.48	$101,801.81	$108,127.00	$6,325.19
FIN	DONATO, DEBRA	Senior Accountant	3	EXEMPT	$74,696	$108,127	$100,210		Payroll Manager	3	10	Exempt	$65,674.48	$101,801.81	$100,210.00	
PBS	TOKAR, IRINA	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$116,490		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$116,490.00	
PBS	LOBBAN, MARLON G	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$93,672		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$93,672.00	
PBS	DIAZ, ELKIN A	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$109,762		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$109,762.00	
PBS	LEIGHTON, BRANDY M	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$93,886		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$93,886.00	
PBS	HOLGUIN, JORGE E	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$115,896		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$115,896.00	
PBS	PETRICA, RARES V	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$96,835		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$96,835.00	
PBS	PRIZLEE, JILL S	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$111,375		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$111,375.00	
PBS	TESCHKY, SCOTT A	Senior Project Manager	3	EXEMPT	$80,427	$116,490	$116,490		Senior Project Manager	2	12	Exempt	$80,915.04	$125,426.80	$116,490.00	
PKR	UROW, ROBERT H	Solid Waste Foreman	5	EXEMPT	$56,950	$78,432	$73,783		Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$73,783.00	
PKR	CEDENO, LESTER C	Solid Waste Foreman	5	EXEMPT	$56,950	$78,432	$78,432		Parks Supervisor	3	8	Exempt	$53,299.49	$82,634.38	$78,432.00	
PBS	CONEY II, JERON E	Stormwater Operations Chief	5	EXEMPT	$56,950	$78,432	$60,347		Stormwater Operations Chief	3	9	Exempt	$59,179.20	$91,719.27	$60,347.00	

EXHIBIT B
SUPERVISORY UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary July 2.05%		New Title	Mgmt Cat	New Grade	FLSA	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	RUCKER, ERIC M	Stormwater Operations Chief	5	EXEMPT	$56,950	$78,432	$60,347		Stormwater Operations Chief	3	9	Exempt	$59,179.20	$91,719.27	$60,347.00	
PKR	LUSCOMB, JONATHAN B	Supervisor of Marine Facilities	4	EXEMPT	$64,465	$90,998	$90,998		Marine Facilities Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$90,998.00	
ITS	PHILLIPS, NORWYN A	Unified Network Administrator	4	EXEMPT	$78,432	$110,865	$110,865		Senior Network Engineer	2	12	Exempt	$80,915.04	$125,426.80	$110,865.00	
PBS	WILLIAMS, MARK C	Urban Forestry Supervisor	4	EXEMPT	$62,873	$88,790	$75,927		Urban Forestry Supervisor	3	10	Exempt	$65,674.48	$101,801.81	$75,927.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
FIN	HARRIS WYNTER, ANN M	Accountant I	5	EXEMPT	$52,833	$72,849	$54,424		Accountant	4	Exempt	7	$48,014.12	$74,440.98	$54,424.00	
FIN	FREUND, BRUCE T	Accountant I	5	EXEMPT	$52,833	$72,849	$70,281		Accountant	4	Exempt	7	$48,014.12	$74,440.98	$70,281.00	
FIN	CORCORAN, DONNA L	Accountant I	5	EXEMPT	$52,833	$72,849	$57,587		Accountant	4	Exempt	7	$48,014.12	$74,440.98	$57,587.00	
TAM	DWYER, ADRIENNE J	Accountant I	5	EXEMPT	$52,833	$72,849	$54,424		Parking Revenue Supervisor	4	Exempt	7	$48,014.12	$74,440.98	$54,424.00	
FIN	DOLLARD, MARIAN O	Accountant II	4	EXEMPT	$64,465	$90,998	$90,998		Senior Accountant	3	Exempt	9	$59,179.20	$91,719.27	$90,998.00	
FIN	SHEFFIELD, ALICIA M	Accountant II	4	EXEMPT	$64,465	$90,998	$90,998		Senior Accountant	3	Exempt	9	$59,179.20	$91,719.27	$90,998.00	
FIN	PENROW, LUCRETIA R	Accountant II	4	EXEMPT	$64,465	$90,998	$74,717		Senior Accountant	3	Exempt	9	$59,179.20	$91,719.27	$74,717.00	
FIN	ROMERO, MARTHA S	Accountant II	4	EXEMPT	$64,465	$90,998	$90,998		Senior Accountant	3	Exempt	9	$59,179.20	$91,719.27	$90,998.00	
FIN	JARMAN, PETER H	Accountant II	4	EXEMPT	$64,465	$90,998	$90,998		Senior Accountant	3	Exempt	9	$59,179.20	$91,719.27	$90,998.00	
TAM	BASTO, ANGELIA M	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$56,950		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$56,950.00	
FIN	BLANCO, LINDA M	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$75,078		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$75,078.00	
PBS	CALLIER, SEEMEE C	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$56,950		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$56,950.00	
PBS	CUELLAR-SUMMA, RUBY A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$57,354		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$57,354.00	
PBS	GREEN, CATHY A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$62,151		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$62,151.00	
PBS	HARRIS, MAUREEN G	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$60,432		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$60,432.00	
PBS	HAZELL, CLAUDELLE S	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$58,649		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$58,649.00	
PBS	MCCUTCHEON, STEPHANIE R	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$60,962		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$60,962.00	
TAM	MORTON, LAURA A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$64,104		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$64,104.00	
PBS	NICHOLAS, ANEISHA S	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$60,432		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$60,432.00	
PBS	PERSAUD, RAFEELA	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$64,125		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$64,125.00	
FIN	PICCIOLO, LINDA	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$58,649		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$58,649.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	VENDETTUOLI, TRACY A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$58,649		Administrative Assistant I	5	Non-Exempt	8	$53,299.49	$82,634.38	$58,649.00	
PKR	ROOPNARINE, VEDASHA K	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$60,432		Administrative Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$60,432.00	
FIR	FLOWERS, DEBRA A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$60,644		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$60,644.00	
POL	HERRERA, MARIA H	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$58,649		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$58,649.00	
PKR	JAGESSAR, GAIL U	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$68,222		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$68,222.00	
PKR	JOSEPH, SABINE K	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$68,222		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$68,222.00	
PKR	FINNEY, BOLIVIA B	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$68,243		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$68,243.00	
PKR	OSAMOR, LEONA S	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$64,019		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$64,019.00	
PKR	ANGELS, JUDITH M	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$78,432		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$78,432.00	
DSD	ROBERTSON, SUELLEN	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$59,189		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$59,189.00	
DSD	JOHNSON, JUDITH A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$66,078		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$66,078.00	
DSD	MASSINI DA SILVA, LUCIA H	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$58,649		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$58,649.00	
PBS	BLUE, NADINE L	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$62,151		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$62,151.00	
PBS	THOMAS, NEIL A	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$78,432		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$78,432.00	
PBS	JOHNSTON, MARY ANN	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$63,191		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$63,191.00	
PBS	HAMILTON, KAMEISHA E	Administrative Assistant I	5	*EXEMPT/ *NON-EXEMPT	$56,950	$78,432	$56,950		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$56,950.00	
DSD	JOHNSON-JORDAN, KATRINA D	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$62,554		Administrative Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$62,554.00	
TAM	MCDOWELL, DIANA R	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Administrative Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
PBS	HIGH, KELLY M	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Administrative Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
PKR	BEAN, CAROLYN M	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$88,790.00	$6,155.62

EXHIBIT B

PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
ITS	PEREZ, DONNA M	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$88,790.00	$6,155.62
MGR	WILKINSON, AVIS A	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$88,790.00	$6,155.62
DSD	LEIBOWITZ, MARK	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$69,771		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$69,771.00	
PBS	GONZALEZ, REINA	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$88,790		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$88,790.00	$6,155.62
PBS	BAKER, KENYA L	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$62,873		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$62,873.00	
PBS	REED, JOLIE F	Administrative Assistant II	4	*EXEMPT/ *NON-EXEMPT	$62,873	$88,790	$65,590		Senior Administrative Assistant	4	Exempt	8	$53,299.49	$82,634.38	$65,590.00	
ITS	HUANG, HAITING	Application Developer	4	EXEMPT	$76,585	$108,127	$91,974		Geographic Information Systems Application Developer	3	Exempt	10	$65,674.48	$101,801.81	$91,974.00	
ITS	DELGADO, DANNY	Assistant Database Administrator	4	EXEMPT	$72,849	$102,990	$102,990		Database Administrator	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
ITS	BAIGENT, PETER R	Assistant Systems Administrator	4	EXEMPT	$72,849	$102,990	$102,990		Systems Engineer	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
ITS	ALLEN, MARK J	Assistant Unified Network Admin	4	EXEMPT	$72,849	$102,990	$91,845		Senior Voice Engineer	2	Exempt	12	$80,915.04	$125,426.80	$91,845.00	
ITS	JUSTINIANO, EDWARD	Assistant Unified Network Admin	4	EXEMPT	$72,849	$102,990	$83,611		Voice Engineer	3	Exempt	11	$72,912.68	$113,009.35	$83,611.00	
PBS	CASALE, ANTHONY L	Automotive & Equipment Engineer	4	EXEMPT	$58,351	$82,443	$65,759		Automotive & Equipment Specialist	4	Exempt	9	$59,179.20	$91,719.27	$65,759.00	
DSD	CROSS, ANDRE' D	Business Assistance Coordinator	4	EXEMPT	$66,035	$93,311	$70,047		Business Assistance Coordinator	3	Exempt	10	$65,674.48	$101,801.81	$70,047.00	
TAM	REESE, KAREN F	Business Assistance Coordinator	4	EXEMPT	$66,035	$93,311	$93,311		Business Assistance Coordinator	3	Exempt	10	$65,674.48	$101,801.81	$93,311.00	
ITS	CADORET, LINDA M	Data Warehouse Analyst	4	EXEMPT	$76,585	$108,127	$108,127		Data Warehouse Analyst	3	Exempt	11	$72,912.68	$113,009.35	$108,127.00	
ITS	LANDER, STEVEN	Data Warehouse Analyst	4	EXEMPT	$76,585	$108,127	$86,774		Data Warehouse Analyst	3	Exempt	11	$72,912.68	$113,009.35	$86,774.00	
ITS	PUJALS, GUSTAVO J	Database Administrator	4	EXEMPT	$78,432	$110,865	$110,865		Senior Database Administrator	2	Exempt	12	$80,915.04	$125,426.80	$110,865.00	
PBS	FRIEDLAND, MARK A	Environmental Chemist	5	EXEMPT	$59,816	$82,443	$82,443		Environmental Chemist	4	Exempt	9	$59,179.20	$91,719.27	$82,443.00	
PBS	BALINT, TROY	Environmental Program Coordinator	5	EXEMPT	$59,816	$82,443	$79,047		Environmental Program Coordinator	4	Exempt	9	$59,179.20	$91,719.27	$79,047.00	
DSD	SPARACINO, CHRISTOPHER J	Floodplain Development Review Spec	4	*EXEMPT/*NON-EXEMPT	$62,873	$88,790	$73,295		Floodplain Dev Review Specialist	3	Non-Exempt	11	$72,912.68	$113,009.35	$73,295.00	
DSD	FAHEY, JOHN A	Floodplain Development Review Spec	4	*EXEMPT/*NON-EXEMPT	$62,873	$88,790	$72,212		Floodplain Dev Review Specialist	3	Non-Exempt	11	$72,912.68	$113,009.35	$72,913.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
DSD	SOUTHERN, CRAIG P	Floodplain Development Review Spec	4	*EXEMPT/*NON-EXEMPT	$62,873	$88,790	$72,212		Floodplain Dev Review Specialist	3	Non-Exempt	11	$72,912.68	$113,009.35	$72,913.00	
DSD	BENTON, RICHARD K	Floodplain Manager	3	EXEMPT	$74,696	$108,127	$94,988		Floodplain Manager	2	Exempt	13	$89,830.12	$139,223.96	$94,988.00	
ITS	RUBIN, DAVID N	Geographic Information Systems Analyst	5	EXEMPT	$64,465	$88,790	$88,790		Geographic Information Systems Analyst	4	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
ITS	HOGAN, LUCIA M	Geographic Information Systems Spec	5	EXEMPT	$69,410	$95,540	$87,729		Senior Geographic Information Systems Analyst	3	Exempt	10	$65,674.48	$101,801.81	$87,729.00	
ITS	MAYCUMBER Jr., ROLLIN L	Geographic Information Systems Spec	5	EXEMPT	$69,410	$95,540	$95,540		Senior Geographic Information Systems Analyst	3	Exempt	10	$65,674.48	$101,801.81	$95,540.00	
PKR	RIVERA, GINA	Grants & Special Projects Coord	4	EXEMPT	$64,465	$90,998	$90,998		Grants And Special Projects Coordinator	3	Exempt	10	$65,674.48	$101,801.81	$90,998.00	
ITS	FORBES, BRIAN T	Infomation Technology Security Analyst	4	EXEMPT	$72,849	$102,990	$86,667		Network Engineer	3	Exempt	11	$72,912.68	$113,009.35	$86,667.00	
ITS	WOOLWEAVER, ALEXANDRIA S	Infomation Technology Security Analyst	4	EXEMPT	$72,849	$102,990	$93,990		Senior Information Technology Security Analyst	2	Exempt	12	$80,915.04	$125,426.80	$93,990.00	
ITS	DAMIANO III, JOSEPH S	Infomation Technology Security Analyst	4	EXEMPT	$72,849	$102,990	$96,814		Senior Information Technology Security Analyst	2	Exempt	12	$80,915.04	$125,426.80	$96,814.00	
DSD	PEARSON, KIMBERLY L	Landscape Plans Examiner	4	EXEMPT	$62,873	$88,790	$85,606		Landscape Plans Examiner	4	Exempt	9	$59,179.20	$91,719.27	$85,606.00	
DSD	LAURIDSEN, KARL D	Landscape Plans Examiner	4	EXEMPT	$62,873	$88,790	$79,196		Landscape Plans Examiner	4	Exempt	9	$59,179.20	$91,719.27	$79,196.00	
ITS	TORGASHEV, DENIS A	Network Support Analyst	5	EXEMPT	$71,087	$98,045	$71,087		Technology Infrastructure Operations Supervisor	4	Exempt	11	$72,912.68	$113,009.35	$72,913.00	
TAM	STRAUGH, FLORENCE D	Noise Abatement Officer	4	EXEMPT	$62,873	$88,790	$88,790		Noise Abatement Officer	3	Exempt	10	$65,674.48	$101,801.81	$88,790.00	
TAM	PINDER, CRAIG H	Planner I	5	EXEMPT	$54,212	$74,696	$55,847		Planner I	4	Exempt	8	$53,299.49	$82,634.38	$55,847.00	
DSD	LAFORME, TYLER	Planner I	5	EXEMPT	$54,212	$74,696	$55,549		Urban Planner I	4	Exempt	8	$53,299.49	$82,634.38	$55,549.00	
TAM	HERNANDEZ, MAURICIO	Planner II	4	EXEMPT	$62,873	$88,790	$71,129		Planner II	4	Exempt	9	$59,179.20	$91,719.27	$71,129.00	
TAM	MODYS, ROBERT E	Planner II	4	EXEMPT	$62,873	$88,790	$64,762		Planner II	4	Exempt	9	$59,179.20	$91,719.27	$64,762.00	
TAM	SEVERYN, JOSETTE N	Planner II	4	EXEMPT	$62,873	$88,790	$70,217		Planner II	4	Exempt	9	$59,179.20	$91,719.27	$70,217.00	
TAM	SANTI, JUGBA J	Planner II	4	EXEMPT	$62,873	$88,790	$69,097		Planner II	4	Exempt	9	$59,179.20	$91,719.27	$69,097.00	
DSD	KALARGYROS, NICHOLAS	Planner II	4	EXEMPT	$62,873	$88,790	$71,682		Urban Planner II	4	Exempt	9	$59,179.20	$91,719.27	$71,682.00	
DSD	SCHNELL, ADAM R	Planner II	4	EXEMPT	$62,873	$88,790	$76,538		Urban Planner II	4	Exempt	9	$59,179.20	$91,719.27	$76,538.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
DSD	REDDING, YVONNE M	Planner II	4	EXEMPT	$62,873	$88,790	$88,323		Urban Planner II	4	Exempt	9	$59,179.20	$91,719.27	$88,323.00	
DSD	HUTT, FLORENTINA	Planner III	4	EXEMPT	$66,035	$93,311	$68,009		Urban Planner III	3	Exempt	10	$65,674.48	$101,801.81	$68,009.00	
DSD	ROBINSON, RANDALL C	Planner III	4	EXEMPT	$66,035	$93,311	$93,311		Urban Planner III	3	Exempt	10	$65,674.48	$101,801.81	$93,311.00	
DSD	GRANT, KARLANNE D	Planner III	4	EXEMPT	$66,035	$93,311	$70,535		Urban Planner III	3	Exempt	10	$65,674.48	$101,801.81	$70,535.00	
DSD	LOGAN CORDOVA, TRISHA K	Planner III	4	EXEMPT	$66,035	$93,311	$74,377		Urban Planner III	3	Exempt	10	$65,674.48	$101,801.81	$74,377.00	
TAM	WARFEL, KAREN A	Principal Planner	3	EXEMPT	$74,696	$108,127	$85,691		Principal Planner	2	Exempt	11	$72,912.68	$113,009.35	$85,691.00	
DSD	HETZEL, JAMES J	Principal Planner	3	EXEMPT	$74,696	$108,127	$97,238		Principal Urban Planner	2	Exempt	11	$72,912.68	$113,009.35	$97,238.00	
DSD	FRANCO, LINDA M	Principal Planner	3	EXEMPT	$74,696	$108,127	$103,394		Principal Urban Planner	2	Exempt	11	$72,912.68	$113,009.35	$103,394.00	
DSD	TAPPEN, LISA L	Principal Planner	3	EXEMPT	$74,696	$108,127	$93,927		Principal Urban Planner	2	Exempt	11	$72,912.68	$113,009.35	$93,927.00	
PBS	LIVINGSTON, ANN	Principal Planner	3	EXEMPT	$74,696	$108,127	$89,724		Sustainability Administrator	3	Exempt	11	$72,912.68	$113,009.35	$89,724.00	
PBS	ARCIA, JUAN U	Process Control Engineer	4	EXEMPT	$74,696	$105,516	$105,516		Process Control Engineer	2	Exempt	12	$80,915.04	$125,426.80	$105,516.00	
PBS	RIVERA MENDEZ, IVAN	Process Control Engineer	4	EXEMPT	$74,696	$105,516	$92,462		Process Control Engineer	2	Exempt	12	$80,915.04	$125,426.80	$92,462.00	
PBS	FILGUEIRA, ARIEL R	Process Control Engineer	4	EXEMPT	$74,696	$105,516	$100,889		Process Control Engineer	2	Exempt	12	$80,915.04	$125,426.80	$100,889.00	
PBS	LESLIE, COLIN J	Process Control Engineer	4	EXEMPT	$74,696	$105,516	$99,000		Process Control Engineer	2	Exempt	12	$80,915.04	$125,426.80	$99,000.00	
FIN	MOHAMMED, STEFAN	Procurement Specialist I	5	EXEMPT	$52,833	$72,849	$54,424		Procurement Specialist	4	Exempt	7	$48,014.12	$74,440.98	$54,424.00	
FIN	VARGAS REYES, FAUSTO F	Procurement Specialist I	5	EXEMPT	$52,833	$72,849	$59,116		Procurement Specialist	4	Exempt	7	$48,014.12	$74,440.98	$59,116.00	
FIN	PLATKIN, LAURIE D	Procurement Specialist II	4	EXEMPT	$62,873	$88,790	$66,715		Senior Procurement Specialist	4	Exempt	8	$53,299.49	$82,634.38	$66,715.00	
FIN	MAKAREVICH, VADIM	Procurement Specialist II	4	EXEMPT	$62,873	$88,790	$72,297		Senior Procurement Specialist	4	Exempt	8	$53,299.49	$82,634.38	$72,297.00	
FIN	LEWIS, MAUREEN	Procurement Specialist II	4	EXEMPT	$62,873	$88,790	$64,762		Senior Procurement Specialist	4	Exempt	8	$53,299.49	$82,634.38	$64,762.00	
PBS	JOSEPH, GINAH	Procurement Specialist II	4	EXEMPT	$62,873	$88,790	$66,715		Senior Procurement Specialist	4	Exempt	8	$53,299.49	$82,634.38	$66,715.00	
PBS	DOYLE, MELISSA C	Program Manager	3	EXEMPT	$80,427	$116,490	$106,790		Program Manager	2	Exempt	12	$80,915.04	$125,426.80	$106,790.00	

EXHIBIT B

PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	LEONARD, SANDY G	Program Manager	3	EXEMPT	$80,427	$116,490	$90,785		Program Manager	2	Exempt	12	$80,915.04	$125,426.80	$90,785.00	
DSD	PHILLIPS, TAYLOR J	Project Engineer	4	EXEMPT	$69,410	$98,045	$71,435		Urban Engineer II	3	Exempt	11	$72,912.68	$113,009.35	$72,913.00	
DSD	MEYER, RAYMOND J	Project Engineer	4	EXEMPT	$69,410	$98,045	$98,045		Urban Engineer II	3	Exempt	11	$72,912.68	$113,009.35	$98,045.00	
DSD	DUROSIER, JOHNSON	Project Engineer	4	EXEMPT	$69,410	$98,045	$79,089		Urban Engineer II	3	Exempt	11	$72,912.68	$113,009.35	$79,089.00	
DSD	MICHAELS, ENELISE L	Project Engineer	4	EXEMPT	$69,410	$98,045	$79,960		Urban Engineer II	3	Exempt	11	$72,912.68	$113,009.35	$79,960.00	
PKR	SMITH, DAVID J	Project Manager I	5	EXEMPT	$59,816	$82,443	$82,443		Project Manager I	4	Exempt	9	$59,179.20	$91,719.27	$82,443.00	
TAM	SAIZ, ALEXANDRA N	Project Manager I	5	EXEMPT	$59,816	$82,443	$63,467		Project Manager I	4	Exempt	9	$59,179.20	$91,719.27	$63,467.00	
PBS	RIO, ALEJANDRO	Project Manager I	5	EXEMPT	$59,816	$82,443	$82,443		Project Manager I	4	Exempt	9	$59,179.20	$91,719.27	$82,443.00	
TAM	LOW, SHIAU CHING	Project Manager II	4	EXEMPT	$72,849	$102,990	$78,410		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$78,410.00	
TAM	DALEY, HESLOP A	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
TAM	PRINCE, CATHERINE I	Project Manager II	4	EXEMPT	$72,849	$102,990	$77,264		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$77,264.00	
TAM	RESTREPO, BENJAMIN K	Project Manager II	4	EXEMPT	$72,849	$102,990	$72,849		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$72,913.00	
PBS	ESDELLE, DANE M	Project Manager II	4	EXEMPT	$72,849	$102,990	$98,894		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$98,894.00	
PBS	BUTLER, ANTOINETTE T	Project Manager II	4	EXEMPT	$72,849	$102,990	$93,290		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$93,290.00	
PBS	STANLEY, HERBERT E	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	GRUJICIC, DANICA	Project Manager II	4	EXEMPT	$72,849	$102,990	$79,196		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$79,196.00	
PBS	PUNIT, ROHAN G	Project Manager II	4	EXEMPT	$72,849	$102,990	$77,370		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$77,370.00	
PBS	EDWARDS, STANLEY I	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	HAYMAN, CONCEPCION	Project Manager II	4	EXEMPT	$72,849	$102,990	$82,804		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$82,804.00	
PBS	MYAT, KHANT K	Project Manager II	4	EXEMPT	$72,849	$102,990	$95,031		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$95,031.00	
PBS	SUAREZ, DRONIX F	Project Manager II	4	EXEMPT	$72,849	$102,990	$78,410		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$78,410.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PBS	EXAMOND, JEAN M	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	HILLBERG, STEPHEN R	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	HOWELL, BARBARA R	Project Manager II	4	EXEMPT	$72,849	$102,990	$86,561		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$86,561.00	
PBS	BLANCO, FERNANDO	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	MEHR, NASSER F	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	WHITE, THOMAS L	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	NAZAIRE, RAYMOND	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	RIVERA MARTINEZ, AXEL E	Project Manager II	4	EXEMPT	$72,849	$102,990	$78,410		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$78,410.00	
PBS	FISHER, DANIEL M	Project Manager II	4	EXEMPT	$72,849	$102,990	$75,311		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$75,311.00	
PBS	RIOS NEGRON, FRANCISCO	Project Manager II	4	EXEMPT	$72,849	$102,990	$78,410		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$78,410.00	
PBS	HUSSAIN, SAYD Z	Project Manager II	4	EXEMPT	$72,849	$102,990	$94,436		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$94,436.00	
PBS	LAFAURIE, LUIS J	Project Manager II	4	EXEMPT	$72,849	$102,990	$102,990		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$102,990.00	
PBS	SAMUEL, JUAN CARLOS M	Project Manager II	4	EXEMPT	$72,849	$102,990	$75,035		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$75,035.00	
PBS	CUSTODIO HERNANDEZ, JOSE V	Project Manager II	4	EXEMPT	$72,849	$102,990	$74,653		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$74,653.00	
PBS	OLIVEIRA, LUIS M	Project Manager II	4	EXEMPT	$72,849	$102,990	$86,561		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$86,561.00	
PBS	KANDIAL, KRISHAN	Project Manager II	4	EXEMPT	$72,849	$102,990	$76,491		Project Manager II	3	Exempt	11	$72,912.68	$113,009.35	$76,491.00	
PKR	FERGUSON, STARRETHA P	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$71,745		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$71,745.00	
PKR	MOLINA, OSMIN H	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$62,512		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$62,512.00	
PKR	FFRENCH, ARIADNE P	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$64,401		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$64,401.00	
PKR	THOMAS, ERIC L	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$64,358		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$64,358.00	
PKR	LIVINGSTON, NIGERIA J	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$55,549		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$55,549.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
PKR	SHIRLEY, DESIREE B	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$60,686		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$60,686.00	
PKR	QUINTON, JON N	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$76,585		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$76,585.00	$2,144.02
PKR	SULLIVAN, SANDRA D	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$76,585		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$76,585.00	$2,144.02
PKR	WRIGHT, VANESSA P	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$60,686		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$60,686.00	
PKR	MILLER, KYLE P	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$57,226		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$57,226.00	
PKR	BROWN, ALBERT B	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$60,686		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$60,686.00	
PKR	PONDER, CHIKETIA L	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$76,585		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$76,585.00	$2,144.02
PKR	BROWN, WILLIE A	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$57,226		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$57,226.00	
PKR	JONES, ARCHIE D	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$76,182		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$76,182.00	$1,741.02
PKR	THOMAS, LISA A	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$76,585		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$76,585.00	$2,144.02
PKR	HENDRICK, MARTIN E	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$71,809		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$71,809.00	
PKR	GIBSON, DAVID A	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$71,830		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$71,830.00	
PKR	DUMERCY, CARLA D	Recreation Programmer II	5	EXEMPT	$55,549	$76,585	$56,929		Senior Recreation Program Coordinator	4	Exempt	7	$48,014.12	$74,440.98	$56,929.00	
HRD	MORENO, MIKE	Safety & Technical Train Specialist	5	EXEMPT	$56,950	$78,432	$70,726		Training Specialist	4	Exempt	9	$59,179.20	$91,719.27	$70,726.00	
FIN	JOHNSON, TANZANIA	Senior Procurement Specialist	3	EXEMPT	$72,849	$105,516	$75,785		Procurement Administrator	3	Exempt	10	$65,674.48	$101,801.81	$75,785.00	
FIN	DIAZ, ANNDEBRA C	Senior Procurement Specialist	3	EXEMPT	$72,849	$105,516	$103,818		Procurement Administrator	3	Exempt	10	$65,674.48	$101,801.81	$103,818.00	$2,016.19
ITS	KLOEPFER, MELISSA L	Senior Tech Support Analyst	5	EXEMPT	$69,410	$95,540	$90,891		Senior Technical Support Analyst	3	Exempt	10	$65,674.48	$101,801.81	$90,891.00	
ITS	VILLEGAS, EDGAR H	Senior Tech Support Analyst	5	EXEMPT	$69,410	$95,540	$76,033		Senior Technical Support Analyst	3	Exempt	10	$65,674.48	$101,801.81	$76,033.00	
ITS	SLEDZIONA Jr., EDWARD J	Senior Tech Support Analyst	5	EXEMPT	$69,410	$95,540	$69,410		Senior Technical Support Analyst	3	Exempt	10	$65,674.48	$101,801.81	$69,410.00	
ITS	AMADO, MICHAEL D	Senior Tech Support Analyst	5	EXEMPT	$69,410	$95,540	$71,554		Senior Technical Support Analyst	3	Exempt	10	$65,674.48	$101,801.81	$71,554.00	
ITS	GONZALEZ, FERNANDO	Senior Tech Support Analyst	5	EXEMPT	$69,410	$95,540	$85,228		Senior Technical Support Analyst	3	Exempt	10	$65,674.48	$101,801.81	$85,228.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
ITS	ADAMS, WILLIAM W	Senior Technology Strategist	4	EXEMPT	$76,585	$108,127	$107,597		Senior Technology Strategist	2	Exempt	12	$80,915.04	$125,426.80	$107,597.00	
ITS	FERGUSON, SEYMOUR B	Senior Technology Strategist	4	EXEMPT	$76,585	$108,127	$80,024		Senior Technology Strategist	2	Exempt	12	$80,915.04	$125,426.80	$80,915.00	
ITS	AYROSA, FERNANDO M	Senior Technology Strategist	4	EXEMPT	$76,585	$108,127	$108,127		Senior Technology Strategist	2	Exempt	12	$80,915.04	$125,426.80	$108,127.00	
DSD	ARTHUR, VALERIE J	Senior Technology Strategist	4	EXEMPT	$76,585	$108,127	$108,127		Senior Technology Strategist	2	Exempt	12	$80,915.04	$125,426.80	$108,127.00	
TAM	PETERS, JENNIFER P	Senior Technology Strategist	4	EXEMPT	$76,585	$108,127	$88,259		Senior Technology Strategist	2	Exempt	12	$80,915.04	$125,426.80	$88,259.00	
POL	LIENING, CASSANDRA A	Strategic Communications Specialist	4	EXEMPT	$62,873	$88,790	$70,217		Public Information Specialist	4	Exempt	9	$59,179.20	$91,719.27	$70,217.00	
PKR	SABINA, ANGELA A	Strategic Communications Specialist	4	EXEMPT	$62,873	$88,790	$88,790		Public Information Specialist	4	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
MGR	DAMIANO, MONIQUE J	Strategic Communications Specialist	4	EXEMPT	$62,873	$88,790	$88,790		Strategic Communications Specialist	3	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
MGR	LITTLE, MATT	Strategic Communications Specialist	4	EXEMPT	$62,873	$88,790	$88,790		Strategic Communications Specialist	3	Exempt	9	$59,179.20	$91,719.27	$88,790.00	
PBS	PLUMMER, STEVEN M	Surveying Operations Supervisor	4	EXEMPT	$61,302	$86,561	$74,653		Survey Operations Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$74,653.00	
ITS	WANSOR, SCOTT C	Systems Administrator	4	EXEMPT	$78,432	$110,865	$110,865		Senior Systems Engineer	2	Exempt	12	$80,915.04	$125,426.80	$110,865.00	
ITS	PORRELLO, JESUS A	Systems Administrator	4	EXEMPT	$78,432	$110,865	$110,865		Senior Systems Engineer	2	Exempt	12	$80,915.04	$125,426.80	$110,865.00	
ITS	HERNANDEZ, MARIA C	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$84,524		IT Service Desk Supervisor	3	Exempt	9	$59,179.20	$91,719.27	$84,524.00	
ITS	CICALESE, ANDRES F	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$61,302		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$61,302.00	
ITS	PEREYRA-GUTIERREZ, RAMIRO N	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$64,367		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$64,367.00	
ITS	THOMAS, MELISSA R	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$84,524		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$84,524.00	
ITS	RODRIGUEZ, WILFRED	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$68,986		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$68,986.00	
ITS	SOBELMAN, MATTHEW R	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$67,012		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$67,012.00	
ITS	SHIPMAN, CINDY S	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$84,524		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$84,524.00	
ITS	ROJAS, JOHNNY M	Technical Support Analyst	5	EXEMPT	$61,302	$84,524	$64,367		Technical Support Analyst	4	Exempt	9	$59,179.20	$91,719.27	$64,367.00	
ITS	KELLY, SUANGSUDA	Technology Strategist	5	EXEMPT	$67,712	$93,311	$93,311		Technology Strategist	3	Exempt	11	$72,912.68	$113,009.35	$93,311.00	

EXHIBIT B
PROFESSIONAL UNIT

Dept	EmployeeName	Title	Mgmt Cat	FLSA	Minimum Range 2.05%	Maximum Range 2.05%	Current Salary2.05 % July		New Title	Mgmt Cat	FLSA	New Grade	Min	Max	New Adjusted Salary	Salary Over Proposed Max (Redline)
ITS	GOODEN, WAYNE R	Technology Strategist	5	EXEMPT	$67,712	$93,311	$70,741		Technology Strategist	3	Exempt	11	$72,912.68	$113,009.35	$72,913.00	
TAM	BUDDE, ALAN T	Transportation Planner	4	EXEMPT	$62,873	$88,790	$67,444		Planner II	4	Exempt	9	$59,179.20	$91,719.27	$67,444.00	
POL	GONZALEZ, DIANA F	Victim Advocate	5	EXEMPT	$54,212	$74,696	$74,696		Victim Advocate	4	Exempt	9	$59,179.20	$91,719.27	$74,696.00	
POL	BRADSHAW, ELIZABETH	Victim Advocate	5	EXEMPT	$54,212	$74,696	$74,696		Victim Advocate	4	Exempt	9	$59,179.20	$91,719.27	$74,696.00	
ITS	TUOHY, KIMBERLY B	Web Engineer	4	EXEMPT	$76,585	$108,127	$108,127		Web Engineer	3	Exempt	11	$72,912.68	$113,009.35	$108,127.00	
ITS	DENNIN, MARK W	Webmaster	4	EXEMPT	$76,585	$108,127	$108,127		Webmaster	3	Exempt	10	$65,674.48	$101,801.81	$108,127.00	$6,325.19